

NAVAL STATION NORFOLK
POLICY ON FRATERNIZATION

1. Leadership and respect for authority are the cornerstones of the Navy's efforts to successfully accomplish its mission. Fraternization includes improper relations between officer members, between enlisted members, as well as relationships between officer-enlisted members. Personal relationships must be in accordance with the guidelines in paragraph 2 below. The commitment of all personnel in this regard is essential for ensuring maximum mission productivity and preventing a negative impact on military effectiveness. Leadership by example is paramount to promoting a command climate that will not tolerate, promote, or condone fraternization.

2. Navy Regulations, Article 1165, expressly prohibits fraternization as follows:

a. Personal relationships between officer and enlisted members that are unduly familiar and that do not respect differences in grade or rank are strictly prohibited. Such relationships are prejudicial to good order and discipline and violate long-standing traditions of the naval service.

b. When prejudicial to good order and discipline or of a nature to bring discredit on the naval service, personal relationships between officer members or between enlisted members that are unduly familiar and that do not respect differences in grade or rank are prohibited. Prejudice to good order and discipline or discredit to the naval service may result from, but are not limited to circumstances which

- (1) Call into question the senior's objectivity;
- (2) Result in actual or apparent preferential treatment;
- (3) Undermine the authority of a senior;
- (4) Compromise the chain of command.

3. Fraternization is a gender-neutral concept. It's focus is on the senior-subordinate relationship, not on the gender of the members involved. Inappropriate behavior includes but is not limited to; dating, cohabitation, sexual intimacy, or private business partnerships.

4. Action

a. All members must be especially attentive to their personal conduct and associations so that their actions are in keeping with this policy.

b. The responsibility for preventing inappropriate relationships rests primarily on the senior member. The senior member is expected to control and preclude the development of inappropriate senior-subordinate relationships. However, both parties will be held accountable for their own conduct.

c. The chain of command shall take steps to eliminate inappropriate conduct by taking administrative action, to include counseling and reassignment if necessary, and by taking appropriate disciplinary action.